

# LOCAL INCENTIVES & SUPPORT for NC National Board Candidates

LEA	CANDIDATE INCENTIVES / SUPPORT
<b>Alamance-Burlington</b>	<ul style="list-style-type: none"> <li>• NB Candidate support and workshops offered in house</li> <li>• Workshops facilitated by highly trained NBCTs from within the system</li> <li>• Recognition gifts delivered to recipients</li> <li>• Recognition at school board meeting and presentation of plaque</li> </ul>
<b>Alexander</b>	<ul style="list-style-type: none"> <li>• Ceremony / reception, board recognition</li> <li>• A personalized id badge with NBPTS identification awarded at a board meeting pinning ceremony</li> <li>• Support sessions</li> <li>• Name plate for door signifying certification,</li> <li>• Press release</li> <li>• Info sessions and workshops with writing assistance</li> <li>• Utilizing expertise in system-wide staff development issues</li> </ul>
<b>Alleghany</b>	<ul style="list-style-type: none"> <li>• Press Release</li> <li>• Board of Education Recognition</li> <li>• Certificate</li> <li>• Recognition in the local news (newspaper and website)</li> <li>• Reimbursement of retake candidate's fees to resubmit (one entry)</li> <li>• Information sessions</li> </ul>
<b>Ashe</b>	<ul style="list-style-type: none"> <li>• Board of Education reception to honor new NBCTs each year</li> <li>• Partial reimbursement of NB renewal fees</li> <li>• Annual information sessions</li> </ul>
<b>Asheboro City</b>	<ul style="list-style-type: none"> <li>• Getting Started / Entry 4" Summer Workshop</li> <li>• "Saturday in September" Writing for Entries 1 -3 / Videotaping</li> <li>• "Final Tips / Assessment Center" Winter Workshop</li> <li>• Assistance from NBCTs –reading / feedback with entries (Jan / Feb)</li> <li>• Annual "Evening of Excellence" dinner honoring all ACS NBCTs – February/March</li> <li>• Press Releases – Asheboro Courier-Tribune / ACS Monday Musings (weekly electronic newsletter to all employees)</li> <li>• Total reimbursement of NB renewal fees</li> </ul>
<b>Asheville City</b>	<ul style="list-style-type: none"> <li>• Year-long candidate support workshops</li> <li>• Spring and Fall information sessions</li> <li>• NB Support Coordinator</li> <li>• Active NB teachers serving as support/readers</li> <li>• Assistance with retake fees</li> <li>• Board recognition</li> <li>• Media release</li> <li>• Fully fund locally paid candidates (those not state funded)</li> </ul>

<b>Beaufort</b>	<ul style="list-style-type: none"> <li>• Informational and support meetings</li> <li>• Candidate workshops are provided throughout the year for initial and advanced candidates</li> <li>• Candidate support providers are provided at the school and district level</li> <li>• NBCTs are recognized by the School Board</li> <li>• NBC representative located at school level for support</li> </ul>
<b>Bertie</b>	<ul style="list-style-type: none"> <li>• Send out flyers and National Board informational data</li> <li>• Provide informational and support meetings</li> <li>• Advanced Candidate support sessions</li> <li>• Spotlight successful candidates at School Board Meetings</li> <li>• Pay for a Get-Away weekend</li> </ul>
<b>Bladen</b>	<ul style="list-style-type: none"> <li>• Spotlight recognition at School Board Meeting</li> <li>• Recognition on school district's website and in local newspaper</li> <li>• Name plate for their desk</li> <li>• ID badge with National Board Certification inscribed</li> <li>• Candidate support provided by NBPTS certified teachers at each school</li> <li>• Distribute NBPTS flyers and information</li> <li>• Encourage candidates to attend NBPTS workshops by UNC-P</li> <li>• Reimbursement for fees to resubmit one entry</li> </ul>
<b>Brunswick</b>	<ul style="list-style-type: none"> <li>• Staff encouraged to attend the excellent series of NBPTS workshops provided by UNCW for both those "in process" (series of 10 Saturday sessions) and those "considering the process" (a series of 5 during the summer)</li> <li>• District will reimburse participants for the registration/cost of the workshops upon completion of the series</li> <li>• Each school site has a group of NBPTS teachers who serve as support for potential candidates</li> <li>• Provide a \$1000 bonus for successful completion of the NBPTS process</li> <li>• All newly certified NBPTS teachers are recognized at a district board of education meeting during the "Salutes" section of the meeting</li> </ul>
<b>Buncombe</b>	<ul style="list-style-type: none"> <li>• Ten workshops throughout the year with the following topics: Getting Started, Writing, Video Entries, Assessment Center, Renewal, and training for NBCT support providers.</li> <li>• Newly certified teachers are honored with spring reception; spouses, their principal, and central office department heads are also included.</li> <li>• Each new or renewed NBCT is given a special Buncombe County School NBCT lanyard at the reception.</li> <li>• Board of education members present certificates and gifts.</li> <li>• Recognized in the local news media, on our website, and in our internal newsletter.</li> </ul>
<b>Burke</b>	<ul style="list-style-type: none"> <li>• Support sessions facilitated by NBCTs</li> </ul>
<b>Cabarrus</b>	<ul style="list-style-type: none"> <li>• NB online social network (Canvas Course)</li> <li>• NB candidate interest meetings, support groups and workshops</li> </ul>
<b>Caldwell</b>	<ul style="list-style-type: none"> <li>• Support workshops</li> <li>• Online social network</li> </ul>

<b>Camden</b>	<ul style="list-style-type: none"> <li>• NBCT contact at each school</li> <li>• Pay for attendance at NB workshops</li> <li>• Gift basket upon completion</li> <li>• Press releases</li> <li>• End-of-year recognition</li> <li>• NBCT name plates for teacher's desks</li> </ul>
<b>Carteret</b>	<ul style="list-style-type: none"> <li>• Press release</li> <li>• Recognition by Board of Education</li> <li>• System-wide NBC Facilitator</li> </ul>
<b>Caswell</b>	<ul style="list-style-type: none"> <li>• Candidate Support sessions</li> <li>• Recognition of new NBCTs at Board of Education meeting</li> </ul>
<b>Catawba</b>	<ul style="list-style-type: none"> <li>• Monthly Saturday Support Sessions</li> <li>• NBCT celebration in the spring each year after newly certified are notified</li> <li>• Teachers names are added to the school plaque that lists NBCTs teachers in the school</li> </ul>
<b>Chapel Hill-Carrboro City</b>	<ul style="list-style-type: none"> <li>• NBC information sessions in the spring for recruiting candidates</li> <li>• Monthly support group meetings facilitated by NBCTs</li> <li>• Supply kit for new NBPTS candidates</li> <li>• Mentors are provided to each NBC Candidate</li> <li>• NBCT recognition and gifts at Board of Education meeting</li> </ul>
<b>Chatham</b>	<ul style="list-style-type: none"> <li>• Monthly support group meetings</li> </ul>
<b>Charlotte-Mecklenburg</b>	<ul style="list-style-type: none"> <li>• The CMS National Board Support Program provides complete support for all National Board Candidates pursuing certification and for all NBCTs serving as teacher leaders. The National Board Support Staff includes approximately 20 part- time NBCTs.</li> <li>• This Support Program provides a number of key components:</li> <li>• Annual NBCT Celebration: celebrates all new and renewed NBCTs each January with gift of NBCT pin, certificate, and district-level celebration</li> <li>• National Board Professional Library: offers available resources for all teachers</li> <li>• NBPTS Recruitment Team: conducts Information Sessions for prospective Candidates</li> <li>• Professional Reader Program: provides individual feedback on Candidate writing</li> <li>• Renewal Program: offers support groups and professional reading for NBCTs renewing their NB Certification</li> <li>• Study Group Program: offers small-group interactions led by trained NBCT</li> </ul>

<p><b>Cherokee</b></p>	<ul style="list-style-type: none"> <li>• New laptop for NBCTs presented at local board meeting</li> <li>• NB candidate cohort and support</li> <li>• Workshops facilitated by NBCTs</li> <li>• LEA NBCT Coordinator</li> <li>• NBCT Frame (\$150 value) presented to NBCT's who renew</li> </ul>
<p><b>Cleveland</b></p>	<ul style="list-style-type: none"> <li>• NB information session held each Spring for pre-candidates</li> <li>• Monthly support group sessions facilitated by NBCTs</li> <li>• Two Saturday work sessions facilitated by NBCTs</li> <li>• NBCT recognition and gift at board of education meeting</li> <li>• NBCT names posted as special recognition on CCS website</li> <li>• System-wide NBC facilitator</li> </ul>
<p><b>Clinton City</b></p>	<ul style="list-style-type: none"> <li>• Remind principals of the applicant's status with a request that he/she not be assigned extra duties during the portfolio development period.</li> <li>• Provide one additional day of professional leave and a private place to work (e.g. the Central Services Conference Room).</li> <li>• Grant repeat applicants one day of professional leave.</li> <li>• Reimburse repeat applicants for <u>one</u> retake.</li> <li>• Give National Board certified teachers first option on the Initial Licensure Program mentor positions, provided they have mentor training.</li> <li>• Provide access to a computer with Internet capabilities outside regular school hours (at the school level). Laptops may be checked out from the individual's school.</li> <li>• Provide training in reflective writing.</li> <li>• Maintain contact with the North Carolina Association Educators, Department of Public Instruction and other resources to share information with applicants.</li> <li>• Ask principals to provide access to media equipment.</li> <li>• Help to establish a network contact with appropriate grade or subject teachers who recently completed the National Board certification process.</li> <li>• Provide access to copying equipment.</li> <li>• Recognize successful completers.</li> </ul>
<p><b>Columbus</b></p>	<ul style="list-style-type: none"> <li>• Offer informational meetings for anyone interested in becoming a NBCT</li> <li>• Partnership with local universities for support and assistance</li> <li>• Recognize any teacher who becomes a NBCT at a board of education meeting with the presentation of a certificate and in a Press release</li> </ul>

<b>Craven</b>	<ul style="list-style-type: none"> <li>• Two National Board Lead Teachers</li> <li>• Support sessions facilitated by NBCTs</li> <li>• CAMP (Craven's Answer to Mastering Portfolios); candidate retreat at the beach (<i>open to other districts</i>)</li> <li>• NBCT Spotlight at board of education meeting</li> <li>• Support Website</li> <li>• Plaques for classroom and business cards noting National Board Certification</li> <li>• E-group online support through district website</li> <li>• National Board District Webpage with helpful tips, links and local NBCT Contacts</li> </ul>
<b>Cumberland</b>	<ul style="list-style-type: none"> <li>• Information/Interest Meeting Sessions twice a year</li> <li>• Additional support provided as requested</li> <li>• Recognition at Board of Education Meeting</li> <li>• Annual Reception to recognize NBCTs</li> <li>• Name badges with National Board designation</li> </ul>
<b>Currituck</b>	<ul style="list-style-type: none"> <li>• National Board Cohort that provides support to candidates</li> <li>• The Cohort meets monthly; beginning in September of each academic year and ending in May.</li> </ul>
<b>Dare</b>	<ul style="list-style-type: none"> <li>• Three after school support sessions</li> <li>• Six Saturday support sessions</li> </ul>
<b>Davidson</b>	<ul style="list-style-type: none"> <li>• Initial information sessions held with certified National Board Teacher who serves as a coach for the county</li> <li>• Continual candidate support meetings with certified National Board Coach</li> <li>• Allowance of one professional day for National Board Coach to work with candidates</li> <li>• Recognition from board of education</li> <li>• Recognition in local new newspaper</li> </ul>
<b>Duplin</b>	<ul style="list-style-type: none"> <li>• NBC information sessions in spring</li> <li>• Quarterly information sessions and support from UNC-W</li> <li>• Work weekend in late January</li> <li>• NBCT recognition and gifts at board of education meeting</li> <li>• NBC local website</li> <li>• System-wide NBC facilitator</li> </ul>
<b>Durham</b>	<ul style="list-style-type: none"> <li>• Quarterly information sessions and support from UNC-W</li> <li>• Pre-candidate information sessions, "<i>Is This Your Year for National Board Certification?</i>"</li> <li>• DREAM Team support for minority candidates</li> <li>• Take One opportunities and support for individual candidates and/or school focus groups</li> <li>• Monthly Saturday support sessions that focus candidates on their entry writing and videotaping</li> <li>• Partnership with the Center for Teaching Quality to provide online candidate support</li> <li>• Resource information</li> <li>• Use of video cameras and equipment upon request</li> <li>• DPS National Board Certified Teachers who are available to facilitate support</li> <li>• DPS Technical Support to help candidates prepare final video segments for portfolio submission</li> <li>• Advanced Candidate support</li> <li>• Candidate Retreat Weekend - a two-day opportunity for candidates to "get-away" to work with other NB candidates and NBCTs to review and reflect on their portfolio entries</li> <li>• An annual celebration dinner honoring our new NBCTs hosted by the Superintendent and Central Services staff to formally congratulate our accomplished teachers with recognition gifts</li> </ul>

<p><b>Edenton-Chowan</b></p>	<ul style="list-style-type: none"> <li>• Information sessions and pre-candidate program</li> <li>• Year-long candidate support program, including monthly support activities: registration party, technology and reflective writing workshops, portfolio conferencing, and assessment center practice</li> <li>• Getaway to Work weekend, four day retreat</li> <li>• Board of education reception to recognize NBCTs with special award and gift of Edenton-Chowan NBCT pin</li> <li>• On Certification Day, personal recognition and congratulations by superintendent, principal, and NB district coordinator with presentation of a large bow in school colors and presentation of NBCT pin and photo opportunity with students</li> </ul>
<p><b>Edgecombe</b></p>	<ul style="list-style-type: none"> <li>• NBC Information sessions</li> <li>• Provide candidate support provider training for NBCTs</li> <li>• Media recognition (press release) in local newspaper</li> <li>• NBCT district recognition at "at Board of Education Meeting-presentation of certificate</li> <li>• Provide Information sessions for teachers in their 3<sup>rd</sup> year of teaching who are interested in pursuing NBC</li> <li>• National Board Certified Teacher networking in district to provide support to new candidates</li> </ul>
<p><b>Elizabeth City - Pasquotank</b></p>	<ul style="list-style-type: none"> <li>• Information sessions for pre-candidates/renewal/advanced candidates</li> <li>• Year- long candidate support program</li> <li>• Provide candidate support provider training for NBCTs</li> <li>• Celebration of Achievements for all NBCT candidates</li> <li>• "Get-er Done" weekend in January</li> <li>• \$400 stipend &amp; certificates of recognition to NBCTs</li> <li>• Pinning ceremony for NBCTs</li> </ul>
<p><b>Elkin City</b></p>	<ul style="list-style-type: none"> <li>• Support by NBCTs</li> <li>• Recognition at school board meeting</li> <li>• Payment of one retake fee upon successful completion</li> </ul>
<p><b>Winston-Salem/Forsyth</b></p>	<ul style="list-style-type: none"> <li>• National Board Trained candidate support provider assigned to candidates who attend support workshop</li> <li>• Information meetings</li> <li>• Renewal support</li> </ul>
<p><b>Franklin</b></p>	<ul style="list-style-type: none"> <li>• Information sessions for pre-candidates in March</li> <li>• Year -long candidate support including monthly after school sessions and full day Saturday sessions each month for reading and rewriting</li> <li>• Session for Advanced Candidates (registration and funding application)</li> <li>• Media recognition (local papers and district newsletter to all parents)</li> <li>• Recognition at December or January Board of Education meeting</li> <li>• Celebration and Recognition Banquet for all NBCTs and guests of new NBCTs</li> <li>• Business cards and pins for all new NBCTs</li> <li>• Pinning ceremony with principals pinning new NBCTs</li> </ul>

<b>Franklin</b>	<ul style="list-style-type: none"> <li>• Information sessions for pre-candidates in March</li> <li>• Year -long candidate support including monthly after school sessions and full day Saturday sessions each month for reading and rewriting</li> <li>• Session for Advanced Candidates (registration and funding application)</li> <li>• Media recognition (local papers and district newsletter to all parents)</li> <li>• Recognition at December or January Board of Education meeting</li> <li>• Celebration and Recognition Banquet for all NBCTs and guests of new NBCTs</li> <li>• Business cards and pins for all new NBCTs</li> <li>• Pinning ceremony with principals pinning new NBCTs</li> </ul>
<b>Gaston</b>	<ul style="list-style-type: none"> <li>• National Board Candidates' monthly support sessions</li> <li>• NB sessions led by National Board Certified teachers</li> <li>• One- time bonus of \$1000 to NBCTs</li> </ul>
<b>Gates</b>	<ul style="list-style-type: none"> <li>• An extra day to work on portfolios</li> <li>• LEA pays for the \$65 non-refundable processing fee</li> <li>• Regional support conversations with NBCT</li> <li>• Local NBCT workshops</li> <li>• Flowers are given to new NBCTs</li> </ul>
<b>Graham</b>	<ul style="list-style-type: none"> <li>• NBCT receive a \$250 check, shirt, name plate</li> <li>• Recognition in newspaper and from School Board</li> <li>• One day of paid leave to work on portfolio</li> </ul>
<b>Granville</b>	<ul style="list-style-type: none"> <li>• NBPTS information sessions</li> <li>• Camcorder and laptops are available for check-out</li> <li>• NB candidate support sessions with toolkit &amp; flash drive</li> <li>• Reimbursement for 1st time renewal candidates of up to \$1,200.</li> <li>• Celebration &amp; recognition of NBCTs with reception at board of education meeting with pinning and NBCT plaque</li> <li>• One-half of the fee for federal funded teachers paid</li> <li>• Additional release days for support session(s)</li> </ul>
<b>Greene</b>	<ul style="list-style-type: none"> <li>• Press Release</li> <li>• Board of Education Recognition</li> <li>• Recognized on each school's website and the County website</li> <li>• Names placed on the Marques in front of each school</li> <li>• Take One! is offered for those who are interested in National Board Certification</li> <li>• Coaches at each school site for assistance</li> <li>• Collaborative Project- this provides sessions for those candidates who wish to participate and offer a \$150.00 a day stipend</li> </ul>
<b>Halifax</b>	<ul style="list-style-type: none"> <li>• Weekly support meetings facilitated by NBCTs</li> <li>• Coordinate support sessions for candidates (technology, reflective writing, conferencing skills, videotaping, and assessment tutorials)</li> <li>• Reimbursement of retake candidate's fees to resubmit (one entry)</li> <li>• Recognized at Board of Education meeting</li> <li>• Certificate</li> <li>• Onetime bonus of \$500</li> <li>• \$1000 for classroom materials and supplies (purchase order)</li> <li>• Names added to countywide plaque</li> <li>• NBCT pin, door plate, and name badge</li> <li>• Financial support for candidates to attend workshop and conferences</li> <li>• Provide technical assistance, laptops for candidates.</li> <li>• Financial support for facilitators to attend training sessions, workshops and conferences</li> <li>• Press releases by the public relations officer</li> <li>• Provide awareness sessions in the spring and fall for potential NBCT candidates</li> </ul>

<p><b>Harnett</b></p>	<ul style="list-style-type: none"> <li>• Monthly support meetings</li> <li>• Regular email updates</li> <li>• Assistance from NBCTs</li> <li>• Video equipment check-out</li> <li>• Technical support for transfer of videos</li> <li>• Packing the box sessions</li> <li>• Mock assessment center exercise sessions</li> <li>• Passing on all communication from the state department and others</li> <li>• Recognition at board meeting</li> </ul>
<p><b>Haywood</b></p>	<ul style="list-style-type: none"> <li>• Recognition / celebration at board meeting</li> <li>• Receive gifts of: NB certificate frame, engraved plaque, engraved medallion</li> <li>• Monthly support meetings</li> <li>• Prepare notebooks for candidates with portfolio instructions, scoring guide, standards, etc. for their area (so they don't have to print lots of pages off of the web)</li> <li>• NBCT contact at each school</li> <li>• Administrative and NBCT proof readers</li> <li>• Regular e-mail updates</li> <li>• Reimbursement for annual fees and component fees for new candidates</li> <li>• Reimbursement for renewal fees</li> </ul>
<p><b>Henderson</b></p>	<ul style="list-style-type: none"> <li>• Local support sessions for initial candidates</li> <li>• Local support sessions for candidates for recertification</li> <li>• Training for mentors</li> <li>• Moodle support course available</li> <li>• Access to technical support as needed</li> </ul>
<p><b>Hertford</b></p>	<ul style="list-style-type: none"> <li>• Monthly support meetings</li> <li>• Regular email updates</li> <li>• Assistance from NBCTs</li> <li>• Video equipment check-out</li> <li>• Technical support for transfer of videos</li> <li>• Packing the box sessions</li> <li>• Mock assessment center exercise sessions</li> <li>• Passing on all communication from the state department and others Recognition at board meeting</li> </ul>
<p><b>Hickory City</b></p>	<ul style="list-style-type: none"> <li>• Recognition at Board of Education meeting – presentation of NBCT pin, paperweight and \$500 check</li> <li>• Partial reimbursement of renewal fees</li> </ul>
<p><b>Hoke</b></p>	<ul style="list-style-type: none"> <li>• Information Session</li> <li>• Regular Email updates</li> <li>• Provide use of video and cameral equipment</li> <li>• Recognition at Board of Education Meeting</li> </ul>
<p><b>Hyde</b></p>	<ul style="list-style-type: none"> <li>• NBC and renewal candidate informational session</li> <li>• Yearlong candidate support</li> <li>• Recognition at board of education meetings</li> <li>• Follow-up and encouragement sessions throughout</li> <li>• \$500 stipend for new NBCT's</li> <li>• 1 dozen roses presented at BOE reception</li> <li>• Name plate for classroom door presented at BOE reception</li> <li>• Renewal candidate fees paid</li> </ul>

<b>Iredell - Statesville</b>	<ul style="list-style-type: none"> <li>• Information sessions</li> <li>• Application parties</li> <li>• Ongoing candidate support sessions</li> <li>• Site representative at every school</li> <li>• NBCT embossed pad folio</li> <li>• School board recognition and reception</li> <li>• Recertification reimbursement</li> </ul>
<b>Jackson</b>	<ul style="list-style-type: none"> <li>• Provide use of video camera and equipment</li> <li>• School Board and Media recognition</li> <li>• Press release</li> <li>• Mentor support from veteran candidate</li> <li>• Post names and picture on Jackson County Public Schools website</li> </ul>
<b>Jones</b>	<ul style="list-style-type: none"> <li>• Press Release</li> <li>• Recognition with plaque at annual end of the year celebration (banquet)</li> <li>• Honored at Board Meeting</li> <li>• \$1,000 supplement for personal use</li> </ul>
<b>Johnston</b>	<ul style="list-style-type: none"> <li>• Information sessions before candidacy</li> <li>• NBC listserv</li> <li>• A variety of NBC support sessions</li> <li>• NBC reading days with locally trained NBCT readers</li> <li>• NBCT reader training workshop</li> <li>• Advanced candidate support</li> <li>• Two additional work days to complete portfolio</li> <li>• Renewal credits available for attendance at least 10 hours of support sessions</li> <li>• NBCT pin ceremony at Board of Education meeting</li> <li>• NBCT reception with gifts</li> <li>• NBPTS logo on employee identification badge</li> <li>• Name engraved on plaque located in Central Services building</li> </ul>
<b>Kannapolis City</b>	<ul style="list-style-type: none"> <li>• Information sessions</li> <li>• Monthly support group and reading days</li> <li>• Local group List-serve</li> <li>• Recognition by board of education</li> <li>• Three release days to work on submission</li> <li>• Central Office provides a personalized local press release with pictures</li> <li>• Recognition in the local news media, on our website, in our internal newsletter, and at each individual school</li> <li>• Star for door of NBPTS Teachers that identifies their status</li> <li>• Provide technical assistance, some laptops, cameras, and recording equipment for candidates</li> </ul>
<b>Lee</b>	<ul style="list-style-type: none"> <li>• Saturday support sessions for candidates facilitated by NBCTs.</li> <li>• NB information session held each spring and fall for potential candidates.</li> <li>• NBCT recognition at Board of Education meeting.</li> <li>• NBCT names posted as special recognition on LCS website.</li> <li>• Candidate support via Communication from DPI and others.</li> <li>• NBCT logo on employee name badge.</li> <li>• Specially designed nameplate with NBCT logo to hang on door.</li> <li>• \$3000 supplement to NBCTs who have moved to positions outside of the classroom.</li> </ul>

<b>Lenoir</b>	<ul style="list-style-type: none"> <li>• Informational sessions</li> <li>• Monthly support sessions</li> <li>• Recognition by BOE (pins and engraved plaque)</li> <li>• Media release</li> </ul>
<b>Lexington City</b>	<ul style="list-style-type: none"> <li>• Initial information sessions held with National Board Certified Teacher who serves as coach</li> <li>• Continued support and Saturday work sessions with NBCT Coach</li> <li>• Information about area support sessions</li> <li>• Fees reimbursed for candidates attending area work sessions</li> <li>• Celebrations for new NBCTs on school level</li> <li>• Annual luncheon to honor NBCTs in system with newspaper recognition</li> </ul>
<b>Lincoln</b>	<ul style="list-style-type: none"> <li>• Support groups</li> <li>• One-time bonus of \$500 for completion of NBC portfolio</li> <li>• Increase of \$500 of local supplement for NBCTs</li> </ul>
<b>Macon</b>	<ul style="list-style-type: none"> <li>• Pay fee of \$500 toward recertification</li> </ul>
<b>Martin</b>	<ul style="list-style-type: none"> <li>• \$400 available for reimbursement of candidate workshop registration</li> <li>• Make and Take sessions</li> <li>• "What do I do now?" – Dinner prior to score release</li> <li>• One-time payment for one retake entry</li> <li>• Partial payment of renewal fee</li> </ul>
<b>McDowell</b>	<ul style="list-style-type: none"> <li>• Celebration and recognition of NBCTs</li> <li>• Press releases</li> <li>• System-wide NBC support personnel</li> <li>• System-wide group / support meetings</li> <li>• Recognize any teacher who becomes a NBCT at a board of education meeting with the presentation of a certificate</li> </ul>
<b>Mitchell</b>	<ul style="list-style-type: none"> <li>• Celebration and recognition of New/Renewed NBCTs at local Board of Education meetings; press releases</li> <li>• District NBCT Coordinator sends out flyers and National Board information from NCDPI and NCAE</li> <li>• Two (2) professional leave days (subs provided) for candidates</li> <li>• Support by local NBCTs</li> </ul>
<b>Montgomery</b>	<ul style="list-style-type: none"> <li>• Recognition at school level- flowers/plant from central office support personnel</li> <li>• Recognition school level- Plaque on their door with certificate area</li> <li>• New and social media release</li> <li>• Recognition at the district school board meeting with a certificate</li> <li>• Local level sessions for support as they are working on certification</li> </ul>
<b>Moore</b>	<ul style="list-style-type: none"> <li>• One-time 1 percent salary bonus for NBCTs</li> <li>• District NBC coordinator; NBCTs facilitators and building contacts</li> <li>• Monthly support group/individual meetings covering the components of the National Board process</li> <li>• Support sessions with UNC-P and other LEAs</li> <li>• Moore County National Board website link</li> <li>• Recognition of NBCTs at board of education meeting; NBCT pin</li> <li>• Resources and enrichment materials</li> <li>• End of the process recognition/celebration</li> </ul>

<b>Mooreville Graded Schools</b>	<ul style="list-style-type: none"> <li>• School Board recognition and reception for new and renewed NBCTs</li> <li>• School-based support teams</li> <li>• Reimbursement for successful renewal</li> <li>• Local business sponsor funds NB program</li> </ul>
<b>Mt. Airy City</b>	<ul style="list-style-type: none"> <li>• Online National Board support tools within district's Schoology MS</li> <li>• Access to SWIVL robot camera for recording</li> <li>• Three release days to work on submission</li> <li>• NBCT district liaison that was certified as a NBCT in 2011 (optional resource)</li> </ul>
<b>Nash-Rocky Mount</b>	<ul style="list-style-type: none"> <li>• NBCT reception and local board recognition</li> <li>• Name plate outside classroom/office door as a NBCT</li> <li>• Support sessions</li> <li>• Reimbursement of renewal fees</li> <li>• Yearly \$250 bonus to NBCTs</li> <li>• Reimbursement for one retake fee</li> </ul>
<b>Newton-Conover City</b>	<ul style="list-style-type: none"> <li>• Recognition of Initial Certification and Renewal at the Of the Year Banquet</li> <li>• NBCT Lapel Pin</li> <li>• NBCT Contact/Support person at each school site</li> <li>• Reimbursement of \$450 for Initial and Renewal completion</li> <li>• Monthly Learning and Working sessions to support all candidates</li> <li>• Lilian Jones Scholarship – provides funding for initial cost</li> <li>• Title 2 covers up to \$450 of what is not covered by Lilian Jones</li> <li>• We have created NBCT full-sized posters of the candidates and the candidate is also invited guests to our "TOY Banquet" where they are recognized</li> </ul>
<b>New Hanover</b>	<ul style="list-style-type: none"> <li>• A reception honoring newly NBCT's as well as renewed NBCT's</li> <li>• Presentation of a plaque by the school board at the April School Board Meeting</li> </ul>
<b>Onslow</b>	<ul style="list-style-type: none"> <li>• NBCT Contact / Support person at each school site</li> <li>• Press releases</li> <li>• Board of education recognition ceremony</li> <li>• Designation of NBCT on employee identification badge</li> <li>• Information sessions</li> <li>• Local sponsorship of Take One School</li> <li>• Access to laptop computer</li> </ul>
<b>Orange</b>	<ul style="list-style-type: none"> <li>• NBCT District Liaison</li> <li>• Information sessions for recruiting candidates</li> <li>• Help match candidates with NBCT's in their area for support/guidance</li> <li>• Recognition at School Board meeting</li> <li>• NBCT Lapel Pin presentation</li> <li>• Renewal Credits</li> <li>• NBCT district web page</li> </ul>
<b>Pamlico</b>	<ul style="list-style-type: none"> <li>• Two additional days of professional leave</li> <li>• Information sessions</li> <li>• NBCT recognition and gift at board of education meeting</li> </ul>
<b>Pender</b>	<ul style="list-style-type: none"> <li>• Four 'Super Saturdays" for initial, advanced and renewal candidates</li> <li>• BOE recognition for new NBCTs</li> <li>• Name plate given for NBCTs classroom door</li> <li>• Personalized trophy</li> <li>• NB Coordinator in place</li> <li>• Press releases</li> </ul>

<p><b>Perquimans</b></p>	<ul style="list-style-type: none"> <li>• Pinning and flowers from the superintendent</li> <li>• Award ceremony</li> <li>• Support group meetings</li> <li>• Saturday work sessions (writing)</li> <li>• County pays for 1 retake</li> <li>• County pays \$1000 for out of state with 3 years of experience (must return for 1 year to teach)</li> <li>• County pays \$1000 for second attempt at NBC</li> <li>• County spends \$75 for the candidates and advanced candidates supplies</li> <li>• County pays for the shipping and handling to mail NB package</li> <li>• County provides “All Hearts for National Boards” in local elementary School for candidates, Advanced Candidates, and Renewal Candidates for a weekend to work with NBCTs and collaborate.</li> </ul>
<p><b>Person</b></p>	<ul style="list-style-type: none"> <li>• NB Support Program Coordinator</li> <li>• Trained National Board Mentors</li> <li>• Access to video equipment, copier, laminator, laptops</li> <li>• Support program throughout year for initial, advanced, and renewal candidates</li> <li>• Work / Reading sessions with certified NBCTs</li> <li>• BOE recognition for new and renewal NBCTs</li> <li>• Press Release with local newspaper</li> </ul>
<p><b>Pitt</b></p>	<ul style="list-style-type: none"> <li>• Information sessions for recruiting candidates</li> <li>• Online Information shared through Canvas</li> <li>• Peer Cohort Support based on area of certification</li> <li>• Component Workshops throughout the school year for all candidates</li> <li>• Workshops sponsored by Pitt County Association of Educators</li> <li>• NBCT Mentors for candidates</li> <li>• NBCT Component Readers to support candidates by offering feedback before final submission</li> <li>• NBC Component funding for Teacher Leadership Institute graduates</li> <li>• Access to video equipment, copier, laminator, and computers</li> <li>• Pinning ceremony for new NBCTs and recognition of renewal NBCTs – plaque for newly certified and PCS’ logo pin, certificate and personalized trophy celebrating renewal achievement</li> <li>• Press releases</li> </ul>
<p><b>Polk</b></p>	<ul style="list-style-type: none"> <li>• Post sign on doors of all NBCTs</li> <li>• Press releases</li> </ul>
<p><b>Randolph</b></p>	<ul style="list-style-type: none"> <li>• Support sessions in partnership with Randolph Community College</li> <li>• NBC facilitator who conducts workshops for candidates</li> <li>• Reception to celebrate NBCTs</li> </ul>
<p><b>Roanoke Rapids City</b></p>	<ul style="list-style-type: none"> <li>• Candidate support sessions</li> <li>• Funding for optional workshop / retreat to work on portfolio</li> <li>• Two days with pay for candidates to work on portfolio</li> </ul>

	<ul style="list-style-type: none"> <li>• Recognition of NBCTs by school board and in news paper</li> <li>• Financial assistance for one retake</li> </ul>
<b>Richmond</b>	<ul style="list-style-type: none"> <li>• NB county wide coordinator</li> <li>• Information sessions and support from UNC-P</li> <li>• NBCT contact at each school</li> <li>• NBC information session in spring</li> <li>• NBCT recognition at board of education meeting</li> <li>• Press releases</li> <li>• Recognition banquet for NBCTs with gift</li> <li>• Access to a laptop and video equipment</li> </ul>
<b>Rockingham</b>	<ul style="list-style-type: none"> <li>• Post names on Rockingham County website</li> <li>• Reception and recognition at Board of Education meeting</li> <li>• Periodic candidate support sessions</li> <li>• Press releases</li> <li>• Renewal support sessions</li> <li>• All candidates on group email, so they receive all training opportunities</li> </ul>
<b>Rowan-Salisbury</b>	<ul style="list-style-type: none"> <li>• Initial, Retake, and Renewal Candidate support sessions through the year</li> <li>• NB Support Coordinator</li> <li>• Summer and Winter Candidate Retreats</li> <li>• “Evening Among the Stars” celebration reception with gift bags</li> <li>• Recognition at School Board Meeting</li> </ul>
<b>Rutherford</b>	<ul style="list-style-type: none"> <li>• NB county wide coordinator</li> <li>• Saturday Support Meetings</li> <li>• Monthly support meetings</li> <li>• Press releases</li> <li>• Formal recognition at Board of Education Meeting</li> <li>• Portfolio instructions, standards, and scoring guide printed</li> <li>• Recognition at county wide teacher appreciation luncheon and gift of NBCT pin</li> </ul>
<b>Sampson</b>	<ul style="list-style-type: none"> <li>• Board of Education Recognition</li> </ul>
<b>Scotland</b>	<ul style="list-style-type: none"> <li>• Year-round support workshops</li> <li>• Resource notebook, mailing costs, access to copier, and individual assistance with trained facilitators</li> <li>• Recognition banquet for NBCTs/ BOE Recognition</li> </ul>
<b>Stanley</b>	<ul style="list-style-type: none"> <li>• Monthly support meetings</li> <li>• NB support Coordinator</li> <li>• Recognition reception and Board meeting</li> </ul>
<b>Stokes</b>	<ul style="list-style-type: none"> <li>• Candidate Support Workshops</li> <li>• NBCT Recognition Banquet and Press Releases</li> </ul>
<b>Surry</b>	<ul style="list-style-type: none"> <li>• Informational and support meetings</li> <li>• Online support meetings through Model</li> <li>• Pay for copy fees</li> <li>• Recognition as school board meeting – presentation of certificate</li> <li>• Recognition on the Surry County Schools website</li> <li>• Media release</li> </ul>

<b>Swain</b>	<ul style="list-style-type: none"> <li>• NBCT contact at each school</li> <li>• Support sessions offered in partnership with Western Carolina University &amp; NCCAT</li> <li>• Early release days as time to work on portfolios or meet together as support groups</li> <li>• Assistance with filming</li> <li>• Recognition at year-end and system-wide events, such as National Education Week celebration</li> <li>• Workshops facilitated by NBCTs</li> <li>• ID badge recognition of NBPTS status</li> <li>• Media release</li> </ul>
<b>Tyrell</b>	<ul style="list-style-type: none"> <li>• Monthly candidate support meetings</li> <li>• National Board “Support Team” of current NBCTs</li> <li>• Mentor for candidates (if requested)</li> <li>• Purchase organizational materials of choice</li> <li>• Funding for attendance at area support meetings</li> <li>• Technical assistance with filming</li> <li>• “Pack Your Box Day” provided at candidates request. (Substitutes provided and candidate works with a support team member to get materials ready for submission.)</li> <li>• Recognition at Board of Education Meeting and County Mid-year Renewal Luncheon</li> </ul>
<b>Thomasville City</b>	<ul style="list-style-type: none"> <li>• Candidate support sessions within and without the LEA</li> <li>• Formal recognition at local board of education meeting</li> <li>• Embroidered Afghan</li> </ul>
<b>Transylvania</b>	<ul style="list-style-type: none"> <li>• Annual pre-candidate information session</li> <li>• Quarterly support sessions that focus candidates on component</li> <li>• Two additional workdays to work on completion of portfolio</li> <li>• Access to video cameras and equipment upon request</li> <li>• National Board Certified Teachers who are available to facilitate support</li> <li>• Technical Support to help candidates prepare final video segments for portfolio submission</li> </ul>
<b>Union</b>	<ul style="list-style-type: none"> <li>• NBCT District Coordinator with a yearly stipend</li> <li>• NBCT Support Sessions for initial, retake and renewal candidates</li> <li>• \$1,500 additional yearly stipend for NBCTs</li> <li>• NBCT Recognition Door Plaques</li> <li>• Certificate of achievement presented at a Board of Education Meeting</li> <li>• UCPS NBCT Support Website</li> </ul>
<b>Vance</b>	<ul style="list-style-type: none"> <li>• Additional day of leave to work on portfolio</li> <li>• Provide support groups for teachers</li> <li>• Receive a certificate and monetary contribution from the Vance County Public School Foundation</li> <li>• Recognition at the annual Henderson-Vance Chamber of Commerce Banquet</li> <li>• Picture and article are placed in “Lamplighter” (employee’s newsletter)</li> <li>• Picture and article are placed in the local newspaper</li> </ul>
<b>Wake</b>	<ul style="list-style-type: none"> <li>• Candidate support program, including NBCT coaches, certificate specific cohorts, and support sessions</li> <li>• Celebration and recognition of NBCTs</li> </ul>

<b>Warren</b>	<ul style="list-style-type: none"> <li>• Onetime bonus of \$500</li> <li>• Laptop computer</li> <li>• Recognition at school board meeting</li> <li>• Plaque to honor and recognize teacher</li> <li>• Reimbursement of retake candidate's fees to resubmit (one entry)</li> </ul>
<b>Washington</b>	<ul style="list-style-type: none"> <li>• School Board recognition and reception</li> <li>• Collaborative Project participants</li> <li>• One-on-one informational and reading sessions</li> <li>• Videotaping and transfer assistance</li> <li>• Organizational materials are provided</li> </ul>
<b>Watauga</b>	<ul style="list-style-type: none"> <li>• Will have a local interest free loan program beginning in 2018</li> <li>• Candidate support class for initial and renewal certification led by NBPTS Certified Teachers</li> <li>• Multiple opportunities for Entry Readings by NBPTS Certified Instructor</li> <li>• Recognition at Local BOE Meeting</li> <li>• Desk Plate for Initial Certification</li> </ul>
<b>Wayne</b>	<ul style="list-style-type: none"> <li>• District-Wide Coordinator</li> <li>• Bi-Monthly candidate coaching sessions by an NBCT</li> <li>• Interest Sessions in the Fall and Spring</li> <li>• Board Spotlight with a one-time bonus</li> <li>• Reimbursement Contracts for both Initial and Renewal certification</li> <li>• Annual Celebration for NBCTs with Guest Speaker</li> <li>• Beginner to Board Certified starting in January 18</li> </ul>
<b>Whiteville City</b>	<ul style="list-style-type: none"> <li>• Monthly sessions facilitated by NBCT sponsored by UNC-P</li> <li>• Two professional leave days of released time</li> <li>• Half of the renewal fee paid</li> </ul>
<b>Wilkes</b>	<ul style="list-style-type: none"> <li>• Monthly support meetings</li> <li>• Candidate support provided through email, wiki and face to face</li> <li>• School Board recognition reception for new NBCTs</li> <li>• NBCTs receive a classroom door plaque</li> </ul>
<b>Wilson</b>	<ul style="list-style-type: none"> <li>• System-wide NB support program coordinator</li> <li>• NB contact(s) at each school site</li> <li>• Information sessions</li> <li>• Support session facilitated by NBCTs; session includes reading and feedback from NBCT facilitators</li> <li>• Press release with photograph</li> <li>• Good News Award and engraved door plaque presented at board of education meeting</li> <li>• Engraved door plaque displayed beside classroom door</li> <li>• NB information and links available on Professional Development web site</li> </ul>

<p><b>Yadkin</b></p>	<ul style="list-style-type: none"> <li>• Recognizes new NBC teachers at a Board of Education and presents each NBC teachers with a beautiful glass award</li> <li>• Supports teachers who are seeking NBC with work sessions at times different groups choose - provide meeting space, materials, snacks</li> <li>• If a teacher needs to "retake", the school system pays a portion of the "retake" costs</li> <li>• Reminds teachers numerous times of the deadline for applying for NBC</li> </ul>
<p><b>Yancey</b></p>	<ul style="list-style-type: none"> <li>• Recognizes new NBC teachers at the Board of Education meeting, publishes an article in the local newspaper, radio station, and website.</li> <li>• Recognizes new NBC teachers with an engraved plaque located in the Central Office</li> <li>• Provides three additional professional leave days</li> <li>• Partners with Mayland Community College to provide a six-weeks NB Support Seminar for candidates from a NB colleague in the system</li> <li>• Support the NCCAT NB Residential Seminar by paying for substitutes for two days</li> <li>• NB Coordinator at the LEA level to provide ongoing communication and support to NB candidates</li> <li>• Provides NB informational meeting from a state representative</li> <li>• Provide assistance with videotaping from a NB colleague in the system</li> </ul>